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ABSTRACT

Civil rights laws have not gone far enough to ensure equal employment opportunity for women and minorities. This is because most jobs in the United States are acquired through informal contacts, which are out of the reach of civil rights laws. This book compares race and gender differences in the use of informal jobs contacts among public school administrators, and reveals an employment structure preferential to white males. The introductory chapter discusses the importance of informal jobs contacts. Chapter 2 details the public school administration history in the United States and how the informal jobs contacts network developed. In chapter 3, results of a national survey of 281 public school superintendents are presented. A macrolevel perspective is used in chapter 4 to examine why minorities are at a disadvantage in the job market. Chapter 5 compares the race and sex of school superintendents with that of their job contacts and details how different demographic groups use contacts. Chapter 6 presents the demographic characteristics of school superintendents surveyed. The final chapter offers summaries, conclusions, and implications. The appendices include survey information as well as civil rights laws and court decisions. (Contains 69 references.) (JPT)

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